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ABSTRACT

This module on ethics is one of eight modules designed for individualized instruction in health occupations education programs at both the secondary and postsecondary levels. This module contians an introduction to the module topic, three objectives (e.g., define the term "ethics" and describe the differences between a "code of ethics" and civil laws, as related to your profession), and three learning experiences. Each learning experience contains one to three activities (e.g., investigate different types of "defense mechanisms" and determine why people react differently in like situations), information sheets, and a student self-check with model answers. Concluding the module is a student performance assessment form to be completed by the instructor. (JH)

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ED173669

HEALTH OCCUPATIONS

MODULE

ETHICS - I

DEPARTMENT OF VOCATIONAL EDUCATION

Temple University

of the Commonwealth System of Higher Education

Philadelphia, Pennsylvania

January, 1978

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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HEALTH OCCUPATIONS

MODULE

For the teacher...

ABOUT THE MODULE

DEPARTMENT OF VOCATIONAL EDUCATION

Temple University
of the Commonwealth System of Higher Education

Philadelphia, Pennsylvania

CE 022 934

January, 1977

CONTENTS

ORGANIZATION ..... p. 1

PROCEDURE 1

TERMINOLOGY 2

For the teacher...

ABOUT THE MODULE

ORGANIZATION

Each module is designed to help the student to gain competence in an area considered important in health occupations.

Each module contains an introduction and a series of learning experiences. Overviews, which precede each learning experience except the final one, provide at a glance brief descriptions of what each learning experience entails.

Two types of objectives form the basis of the learning experiences: a terminal objective and enabling objectives. The enabling objectives are designed to help the student achieve the terminal objective. Each learning experience has activities designed to facilitate accomplishing the objective, and by use of the feedback devices provided, the student should be able to determine if he/she has reached each objective.

The first learning experience is designed to provide the needed background information. The remaining learning experiences are designed to provide the opportunity to apply that information in a practice situation. The final learning experience always requires the demonstration of the skill in an actual school situation.

PROCEDURE

1) Briefly discuss the purpose of the module.

2) Direct the students to review the introduction, the objectives and overviews preceding each learning experience, including the final learning experience.

3) The student needs to complete only those modules and/or learning experiences covering skills he/she does not already possess.

4) Answer the questions related to the module.

5) If the student decides that he/she is already competent in the specified area, provide him/her with an opportunity to "test out." Administer the "Final Learning Experience."

6) Instruct students who do not have the competencies indicated, to complete the module.

7) In cooperation with the student, determine a schedule for completing the module.

8) Instruct the student to make the necessary arrangements with you, the resource person, when he/she is ready to take the final learning experience.

9) If the student is unsuccessful in completing the final experience, instruct him/her to meet with you, the resource person, in order to provide for recycling through the module, or for completing some other activity suggested by the student or resource person and commonly agreed upon.

TERMINOLOGY

Actual School Situation — refers to a situation in which one is actually a student in a real school.

Occupational Specialty Area — refers to the student's major area of emphasis within the health occupations program.

Peers — refers to fellow students who are used to:
1) role-play students, etc.,
2) critique the student's performance, and
3) participate in discussions.

Unless otherwise specified, these peers should be persons within the student's own occupational specialty.

Resource Person, Instructor — refers to the person in charge of the student's educational program, i.e., the teacher who is guiding the student in taking the module.

You, Student — refers to the person who is taking the module.

HEALTH OCCUPATIONS MODULE

designed for the purpose
of individualizing instruction
in the health related occupations
program.

Prepared by...

Temple University of the Commonwealth System of Higher Education
Philadelphia, Pennsylvania

DEPARTMENT OF VOCATIONAL EDUCATION

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In conjunction with...

The Pennsylvania Department of Education

BUREAU OF VOCATIONAL EDUCATION

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PREREQUISITES

There are no prerequisites to this module.

CONTENTS

INTRODUCTION..... P. 1

MODULE STRUCTURE AND USE..... 1

ORGANIZATION..... 1

PROCEDURE..... 1

RESOURCES..... 1

TERMINOLOGY..... 1

LEARNING EXPERIENCE I..... 3

OVERVIEW..... 3

ACTIVITIES..... 4

FEEDBACK - MODEL ANSWERS..... 6

LEARNING EXPERIENCE II..... 7

OVERVIEW..... 7

ACTIVITIES..... 7

FEEDBACK - MODEL ANSWERS..... 10

LEARNING EXPERIENCE III..... 11

OVERVIEW..... 11

ACTIVITIES..... 11

FEEDBACK - MODEL ANSWERS..... 16

Introduction

This module deals with broad principles which govern an individual's professional conduct. These principles are really your primary responsibilities and are considered from two standpoints: legal and ethical. The information which follows is directed toward beginning health care workers and their need for a concise, readable and understandable introduction to ethical principles and responsibilities. It is written for all the health occupations and does not treat professional ethics from any one health career perspective. Thus, the purpose of this module is to help you develop competence in the knowledge of professional ethics within the health careers.

Objectives

This module includes three objectives.

Terminal Objective

In an actual school situation and upon completion of this module, you will demonstrate the professional standards of conduct of your health career.

Enabling Objectives

Professional Ethics

1. After completing the required readings, define the term ethics and describe the difference between a "code of ethics" and civil laws, as related to your profession.

2. After completing the required readings, define the term behavior and describe the importance of the study of behavioral science to your health career.

3. After completing the required readings, identify and define terminology related to the legal role of the health care worker.

Procedure

After reading the "Introduction" and the objectives, you should be able to determine how much of this module you will need to complete in order to demonstrate the professional standards of your health career.

_____ If you already have the necessary background knowledge required to demonstrate the professional standards of your health career, you may not need to complete all the Learning Experiences.

_____ You may wish to skim the overviews for the Learning Experiences and complete the "self check" questions associated with each of the experiences. In addition, you may wish to compare your answers with the "model" answers which are provided with each Learning Experience.

Resources

Listed below are the outside resources which supplement those contained within the module. Check with your teacher/resource person to determine the availability and location of the resources.

Equipment & Materials & References

A list of outside resources which supplement those contained within this module follows. Check with your resource person/teacher in order to:

Resources (Cont'd)

1) determine the availability and the location of these resources.

2) locate additional references.

3) obtain assistance in setting up activities with peers, if necessary.

Your resource person may be consulted if you have any difficulty with directions, or in assessing your progress at any time.

Recommended Film

"Mrs. Reynolds Needs A Nurse"

Source: Philadelphia School District Film Library, Philadelphia, PA.

Recommended Texts

Ross, Carmen F., RN, MA. Personal Vocational Relationships in Practical Nursing. 4th Edition, Philadelphia, J. B. Lippincott Company, 1975.

Stary, Ketchum, Donna, RN, BS, MA. Career Mobility, St. Louis, The C. V. Mashy Company, 1974.

Pfeiffer, J. W., and Jones, J. E. Handbook of Structured Experiences, Iowa City, University Associates Press, 1970.

Learning Experience I

Overview

Enabling Objective After completing the required readings, define the term ethics and describe the difference between a "code of ethics" and civil laws, as related to your profession.

Activity You will be reading selective readings from your text assigned to you by your teacher pertaining to professional ethics, in addition to reading the "Information Sheet.

Optional Activity You may wish to ask your teacher for additional readings such as the "Code of Ethics" for your chosen career.

Feedback You will be evaluating your performance by comparing your completed "self check" with the model answers on page 6.

Information Sheet on Ethics

This module deals with broad principles which govern professional conduct within the health careers.

Knowing that you have a social need for approval and acceptance, you, the health care worker, should be someone who accepts himself and who will be acceptable to others, who feel right about himself and will be well-received by others. To accomplish this requires a basis for right action, called ethics. Thus a much broader concept of the health care worker's responsibilities is the ethical one. "Ethical" comes from the Greek (ethikos) and means knowledge of the right and the wrong of human conduct. Ethics is a standard or a rule of what is fitting or proper. An organized group very often has a written code of ethics or a set of moral standards to guide its members so that they will be well-received as people rendering their particular service to other people.

The meaning of these codes (each statement) can be something for you to search for as a student. Discover how it can operate for you. One could select terms from any code (with adaptation) and apply them to living in general. Terms such as integrity, loyalty, sincerity, trust, good citizenship, appropriateness of attire, respect, belief in the Golden Rule serve as guides for living as a person and likewise as a basis for ethical conduct for the health care worker.

A health care worker's legal obligations are only a part of the much more extensive code of ethics which has been established by the health care workers profession. Consider it this way: if you were to ignore all ethical obligations except your legal ones, theoretically you would not be a public menace, but this is about all that could be said for you. On the other hand, when you live by a code of ethics, you are not only fulfilling your legal obligations automatically, but also, you are conforming to much higher standards which the profession has set for its members.

A code of ethics (the word "code" incidentally, comes from the Latin codex, a kind of writing tablet) is a list of the rules of good conduct. They are principles to live by. You should understand the difference between ethics and civil laws. Laws are rules made by a society for the purpose of preserving order and promoting the safety of that society's

members. Because laws apply to everybody, they leave little up to the individual. For instance, laws cannot compel you to develop an exemplary character, but they can prohibit you from committing certain acts, such as crimes, which are against the public interest and therefore undesirable.

A code of ethics on the other hand, is drawn up by an individual group (such as a profession), and the members of the group are expected to voluntarily live up to this ethical code. Unlike civil laws, ethical rules are more than a means of keeping people from doing wrong. They reflect the highest ideals of the group - ideals so great that perhaps not every member is expected to live up to them in both letter and spirit.

Each professional program points out what is expected of the student in relation to ethical behavior. Your manual is generally a source of such information and can serve as a guide to help you. But, more important is your ability to gradually become your own source of appropriate habit and social custom. With guidelines to follow and a willingness to discover the meaning of new aspects of behavior appropriate to a health care worker, you can become self-directing in this effort. This is a way ethical behavior becomes a way of living and experiencing things.

Optional Activity: If you wish to read additional information about Professional Ethics, ask your teacher.

Activity: The following statements and questions check what you have learned about defining ethics and the difference between a "code of ethics" and civil laws.

"Self Check"

1. Briefly define the term ethics.

2. A _____ _____ is an unwritten or written list of rules of conduct.

3. List 5 terms which serve as guides as a basis for ethical conduct.

   1. 4.
   2. 5.
   3.

4. A Health Care Worker basically has two (responsibilities) _____ and _____.

5. Describe what happens when a person lives by a code of ethics.

6. A code of ethics is written by a _____.

7. A general source of information which contains ethical guidelines is your _____.

Feedback Compare your written answers on the "Self Check" with the model answers on the following page.

Model Answers

1. Ethics means knowledge of the right and the wrong of human conduct. Ethics is a standard or a rule of what is fitting or proper.

2. A code of ethics is an unwritten or written list of rules of conduct.

3. Five terms which serve as guides as a basis for ethical conduct are:

Integrity	Loyalty
Sincerity	Appropriateness
Good Citizenship	Golden Rule
Trust	Respect

4. Legal and ethical responsibilities.

5. You are not only fulfilling your legal obligations automatically, but also, you are conforming to much higher standards which the profession has set for its members.

6. Professional group

7. Your manual is a general source of information regarding your ethical guidelines.

Learning Experience II

Overview

Enabling Objective After completing the required readings, define the term behavior and describe the importance of the study of behavioral science to your health career.

Activity 1

Read assigned selective readings in your text plus the "Information Sheet" on behavioral science.

Optional Activity You may wish to ask your teacher for additional readings on behavioral science.

Activity 2

Feedback If you choose to observe behavior, observe two or three classmates during break or lunch time and evaluate their ability to get along with one another.

Optional Feedback Compare your findings on behavior with your classmates observations. Discuss findings with your teacher.

Activity 3

Investigate different types of "defense mechanisms" and determine why people react differently in like situations.

Optional Activity Observe your behavior as you interact with your classmates and determine your reasons for doing so.

Activity For information regarding behavioral science.

Information Sheet on Behavioral Science

The term behavior is defined as the way a person behaves or acts; this suggests the conforming to a required standard of conduct. Thus, the study of behavioral science examines human activities and tries to discover specific patterns and to form rules about man's social behavior. The freedom and the degree of worth of a person and the idea of culture and its functions, along with the bringing of the different racial and ethnic groups into free and equal association, must be part of one's personality. This knowledge is necessary for the health care worker to comprehend, in order to give total patient care.

In order to understand others (one of the most desirable attributes of a health care worker), you must first of all understand yourself. Your attitudes and actions influence others, but how do they affect you? To what extent do you really know yourself? How willing is anyone to face the truth about himself? Self-awareness or insight into our own personal qualities is most complex, but starts with an understanding of personality.

Although, you may have excelled scholastically and perform at the highest level of technical competence, the patients, co-workers, supervisors, faculty members, and others with whom you work may still feel that you are not the type of health care worker you should be. One of your classmates may have scored the highest on a final exam, while another may have only barely passed; yet, it is not necessarily the worker with the higher marks who is most liked by the patients and staff. Perhaps the personality of the high scorer does not inspire confidence or rapport with others. You cannot be a success in the health field or in any other kind of service of an intensely personal nature unless your

personality affects patients and co-workers positively.

The difference between a "good health care worker" and one who "really cares" is between a worker who understands behavioral science and one who does not. Not only must you understand your own actions, but you must also understand the actions of others. "Getting along with people" is one of the most important requirements of the health care worker. Amicability is difficult enough when everyone is well, but the effect of illness on the complexity of human nature presents the health care worker with a tremendous task. Not only the illness of the patient, but also the pressure under which the health team usually has to work renders the ability to "get along with co-workers" of vital importance.

The Health Team must be cordial.

Activity The following statements and questions check what you have learned about behavioral science.

Self Check

1. Behavior is the way a person _____.

2. The study of behavioral science examines _____ _____.

3. In order to understand others, you must understand _____.

4. To be a success in the health field your personality must affect others _____.

5. Describe the difference between the "good worker" and one who "really cares."

6. Of most importance to the health care worker is the ability to _____.

Feedback Compare your written answers on the "self check" with the model answers given on the following page.

Model Answers

1. Behavior is the way a person acts.

2. The study of behavioral science examines human activities.

3. In order to understand others you must understand yourself.

4. To be a success in the health field, your personality must affect others positively.

5. The difference between a "good worker" and one who "really cares" is between the health care worker who understands behavioral science and one who does not.

6. Of most importance to the health care worker is the ability to get along with others.

Learning Experience III

Overview

Enabling Objective After completing the required readings, identify and define terminology related to the legal role of the health care worker.

Activity Read the information regarding legal terminology related to the health field.

Optional Activity Ask your teacher for additional readings on the legal aspects of your health career.

Activity Demonstrate knowledge of legal terminology applied to the health field by completing the "self check" p. 15.

Feedback Evaluate your performance by comparing your completed "self check" with the model answers on p. 16.

Activity For information regarding legal terminology related to the health field, read the information sheet.

Information Sheet on Legal Terminology

Laws are passed to safeguard the public welfare. Public welfare means that which is concerned with the social betterment of society or a group within that society, such as Child Welfare.

Few aspects of our lives are left untouched by laws (directly or indirectly). Think for a moment of such things as health, travel, food, clothing, housing, schools, property, buying, and selling and consider how laws control or influence these necessities of life.

The practice within the health care field is very much a part of patient well-being. Patient welfare is the concern of the public at large; thus, the legal regulation within the health field is as necessary as the legal regulation of any other services rendered to society. It is essential that the sick receive care from persons capable of rendering safe, effective care.

The word "law," as used here, refers to written rules of conduct enforced by a controlling authority: these rules come into being as a result of the lawmaking process within a jurisdiction.

Each state has laws to control the practice of the health care worker. Many persons complain or fret about "what the law is," but they must comply with (obey) it until it is changed (amended). As to those who plead ignorance of the law, defy or ignore it, or as is commonly said, "take the law into their own hands," society through the court system brings these persons to justice. This means that the courts hold persons accountable for their acts and determine whether they are innocent or guilty as charged.

It is within such a governmental framework that a law to control the practice of health care exists: namely, those who hold a license are required to live up to the terms of that license or be subject to "explaining" their actions to the courts.

A law undergoes change (is amended) as years go by because time and circumstances change public welfare. This fact should be kept in mind during your career because you, as a citizen, and as one certified to practice, will be held accountable for "knowing the law" wherever you practice. When you are told that it will be your responsibility to know what is allowable and what is not allowable for you under the terms of your license in a particular state or

province, it means that you must assume responsibility for informing yourself. You have an on-going responsibility for knowing what your license permits you to do.

In some states the law is mandatory. This means that all who work in certain health professions must be certified or licensed. However, in many states the law is permissive. This means that the law applies only to those persons who represent themselves as licensed professionals or who use initials or some other signs or devices to indicate to the public that they are licensed. The trend is toward mandatory laws; such a move tends to provide more effective, safe care at the hands of those who do qualify for license.

One needs to realize that a license is a legal permit issued to allow the individual to practice under the terms of that state's laws. A license is not considered a permanent or everlasting right to practice. It is usable under the terms of the law and should be protected and respected; this requires the holder to respect the limits of the license and to be responsible for keeping it current as required by law.

A license issued in one state is not usable as such in another state. It is possible under certain conditions to get a license in another state without taking this licensure examination in that state; this is called endorsement.

Once a license is issued, the holder needs to know how often and at what time the license needs to be renewed. The holder is responsible for keeping the license active.

Legal Facts Related to Practice

This is a day of lawsuits. It seems almost no one is immune from being sued by someone for something. Workers in the health field are particularly liable in this respect. Thus, you need to be familiar with some general facts which relate to legal and illegal practice.

Negligence

Everyone in society is subject to the basic rule of the law of negligence, which requires that we so handle our lives and our property as to avoid injury to any other person or his property.

Negligence is one of the most common causes for lawsuits involving health workers. Negligence may be defined as the failure to do what a person of ordinary judgement would do,; or doing what a reasonable person would not do. It may be done knowingly or unknowingly.

There are several examples of negligence which provoke lawsuits more frequently than others. One of the most common is burns. It does not take special training to know that an object too hot will cause a burn, and if an overheated object is applied to a patient by a worker, the worker can be held liable.

If equipment has been carelessly cleaned or is defective, the patient may find cause for a suit or damage. Sometimes, infections start from improperly cleaned syringes and needles, or a patient is injured by faulty or defective equipment. The worker may be held for negligence if it is proven to the court that the worker did not perform the duties as a careful worker would have done under the same circumstances.

Malpractice

Malpractice is a particular type of negligent conduct. Malpractice is described as conduct in a manner contrary

to accepted rules, with injurious result to patients; this means misconduct or unreasonable lack of skill in performing professional and trustworthy duties. This includes wrong or harmful treatment leading to injury of the patient, or some act of ignorance or carelessness that causes undue suffering or death. The term also includes lack of proper training or skills to do a task or carry out a function which results in harm to the patient. The act may begin from reckless conduct and criminal intent (deliberate intention to commit an unlawful act).

Patients, (or their family) who are dissatisfied with the results of their treatment and feel that they have been unduly harmed because of unskilled care are the most likely to sue. The patient seeks damages for such things as pain, suffering, loss of time, loss of ability, and personal inconvenience. The court must determine whether or not malpractice was involved. Information concerning Malpractice Insurance is something you should seek for your personal protection.

Tort

A tort is a wrongful act against someone or something (property) which makes the person committing the act liable for damages. Some types of torts which health workers experience include negligence, malpractice, holding a person against his will unjustifiably (i.e., locking him in a room), assault (threatening to or touching another person unjustifiably), and battery (beating a person or causing him physical harm in an unlawful manner).

A person has the right to privacy. If this right is unlawfully invaded (invasion of privacy), it is grounds for a lawsuit to recover damages. Reasonable good judgement should guide one's actions in caring for patients. Permitting "outsiders," so to speak, to observe something happening to a patient may be cause for suit damages.

Crime

A person may be prosecuted for crime through an act that the law calls a crime or by not doing something that is called for by law and said to be a crime if not carried out. One common example is the law a state may have concerning a license to drive a car. If a license is required and a person drives without a license, he is criminally liable if the law states it is a crime to drive without it.

The same would apply to the health worker practicing without a license in a jurisdiction with a mandatory law which states that those who practice for hire must be currently licensed.

Crimes relate to public welfare. When some action is against the public welfare, it becomes a criminal action; these offenses range from small, petty acts (misdemeanors) to serious acts (felonies).

A felony is a grave crime, and serious in nature. A person convicted of a felony is subject to being placed in a state prison or in some cases, death.

The health care worker does not need to fear the law, but rather you need to understand and respect it, in relation to your rights, privileges, and responsibilities.

Optional Activity — If you wish to read additional information about Legal Terminology related to health careers, ask your teacher.

Activity The following statements and questions check what you have learned about Legal Terminology related to health careers.

"Self Check"

1. Laws are passed to safeguard _____ _____.

2. List 8 necessities of our lives which are covered by laws.

3. _____ is the most common cause of law suits in the health field.

4. Who is held responsible for acts done?

Match the Following Terms

_____ 1.	Obey	A. Wrongful act or misdoing
_____ 2.	Law	B. Transfer
_____ 3.	Endorsement	C. Serious crime
_____ 4.	Amended	D. Failure to act reasonably
_____ 5.	License	E. Misconduct in performing skills
_____ 6.	Mandatory	F. Written enforced rules of conduct
_____ 7.	Permissive	G. Changed
_____ 8.	Negligence	H. Legal permit
_____ 9.	Malpractice	I. Comply with
_____ 10.	Tort	J. Action against the law
_____ 11.	Crime	K. Required by law
_____ 12.	Felony	L. Lenient

Feedback Compare your written answers on the "Self Check" with the model answers given below.

Model Answers

1. Laws are passed to safeguard public welfare.

2. Eight necessities of our lives covered by law are: (1) buying & selling (2) health (3) travel (4) food (5) housing (6) schools (7) property (8) clothing.

3.

4. Every individual is responsible for his own acts.

Matching

1.	I	7.	L
2.	F	8.	D
3.	B	9.	E
4.	G	10.	A
5.	H	11.	J
6.	K	12.	C

ETHICS - I

STUDENT PERFORMANCE ASSESSMENT FORM

	Level of Performance	
	Satisfactory	Unsatisfactory
Defined ethics.		
Described the difference between a code of ethics and civil laws, as related to the profession.		
Named ethical concepts which serve as a guide for ethical conduct.		
Distinguished between legal responsibilities and higher ethical ideals .		
Defined behavior.		
Described the importance of the study of behavioral science to a health career		
Investigated and understood defense mechanisms		
Demonstrated need to understand himself in order to understand others .		
Demonstrated positive interaction with other people		
Demonstrated caring for others.		
Demonstrated ability to get along with others		
Identified and defined legal terminology related to the role of the health care worker.		
Named necessities of life covered by laws		
Demonstrated responsibility for his own acts		